Total Compensation Statement

This statement was designed to help you better understand your current compensation and 2019 earnings opportunity.

Trisha Santioque

EID	MANAGER	RATING	JOB TITLE	LEVEL
583807	Agnes Paulette Holgado	Strong	Sr. Operations Rep	Rep/Call Center/ Production

All values shown in Philippine Piso (PHP) currency unless noted otherwise

2018 TOTAL COMPENSATION

220,800.00

PRIOR SALARY + 2018 PERFORMANCE YEAR BONUS

NEW SALARY

Prior Salary	AS OF 1/26/19	220,800.00
MERIT INCREASE	7.00%	17,010.00
BRING TO MINIMUM		22,200.00
New Salary	EFFECTIVE 1/27/19 ON 2/15/19 PAYCHECK	260,010.00

ALLOWANCES

DE MINIMIS ALLOWANCE	43,100.16
New Salary with Allowances	303,110.16

2019 PERFORMANCE YEAR OPPORTUNITY

SALARY RANGE

243,000 - 461,000

This summary is provided for informational purposes only and does not create any legal right. In case of error, this summary does not modify, change or supersede the Company's records. All amounts indicated are annual and subject to applicable tax. Promotion and promotion increases are subject to compensation guidelines. COPSSC reserves the right to amend, review and modify the compensation guidelines as deemed necessary.

Lastly, all salary information is considered part of COPSSC strategy and form part of our compensation strategy, which is kept confidential. As such, we expect every associate to keep and maintain the confidentiality of the information stated herein. Unauthorized disclosure of any information, to colleague or otherwise, may subject the associate to disciplinary action, including dismissal when warranted.